

# 2014 Annual Report BELLEVUE POLICE DEPARTMENT





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# The Bellevue Police Department is committed to public safety.

## MISSION STATEMENT

To provide a safe place to live, work and visit through quality law enforcement. We are committed to serving the public with respect, accountability and integrity.

## GUIDING PRINCIPLES

**Respect:** We begin by treating others as we would like to be treated. We are fair and considerate in what we do.

**Integrity:** We are honest, ethical, steadfast and always strive to do the right thing. We lead by example.

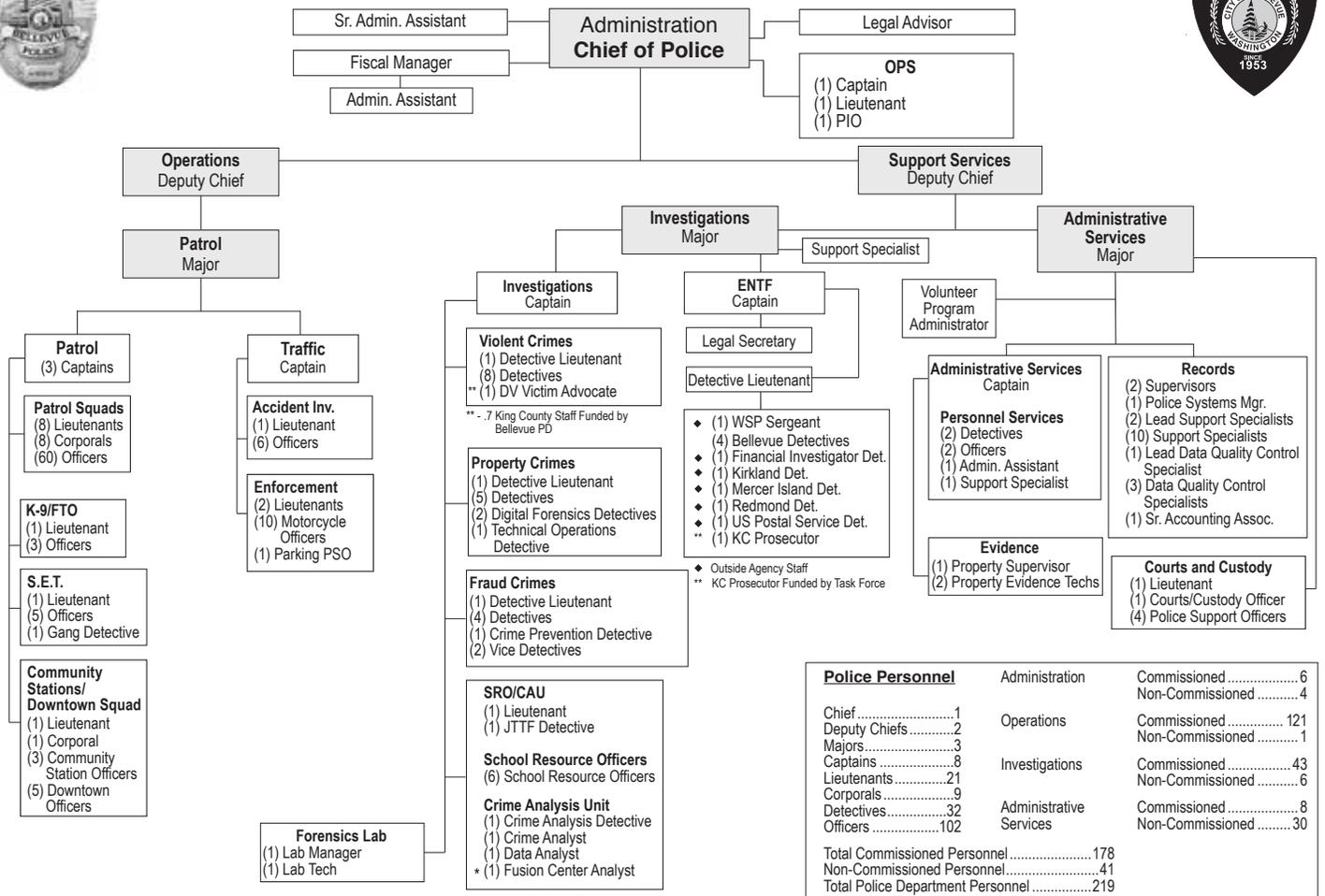
**Accountability:** On all levels we take responsibility for our actions and decisions.

**Service:** We are active and committed to providing exceptional service to our community through teamwork, innovation and education.

*Safety • Working Smarter • Relations*



### 2014 City of Bellevue Police Department Organization Chart



# MESSAGE FROM THE CHIEF OF POLICE



I am honored to present to you the Bellevue Police Department Annual Report for 2014. As the recently selected leader of this nationally accredited organization, I am looking forward to working as an equal partner with Bellevue residents, elected officials, business leaders, visitors and, of course, the men and women of the Bellevue Police Department. In 2015, we will continue to work hard to maintain a safe and secure community by focusing our efforts and resources towards reducing crime, reducing the fear of crime, and enhancing the quality of life for all who call Bellevue home. We will accomplish this mission by continuing to employ the tenets of the community policing philosophy.

The men and women of the Bellevue Police Department consistently deliver high levels of professional services to the Bellevue community every year. Employees work closely with all stakeholders to maintain Bellevue's reputation as being one of the safest cities in the Northwest. Bellevue continues to be a city of choice to raise families, build successful businesses and visit.

The Bellevue Police Department witnessed many successes this past year. In 2014, the BPD:

- Launched the largest recruiting and hiring campaign in the history of the Department, hiring 24 new Police Officers.
- With the generous financial support of the Bellevue Police Foundation, trained and deployed a new K-9 team.
- Managed several high profile special events and dignitary visits without incident.
- Successfully managed several protests in the city in 2014 by deploying our highly-trained crowd control team. Working closely with outside agencies and protest organizers, all of the protests were peaceful and resulted in positive comments for the City of Bellevue and the BPD.
- Successfully investigated several serious felony crimes, including two homicides that ended in the apprehension and prosecution of suspects.
- Commissioned a comprehensive examination of the police department by the Police Executive Research Forum, a premier global law enforcement research organization.
- Partnered with the Washington Traffic Safety Commission as part of a statewide initiative to eliminate traffic fatalities in the state by 2030.
- Hosted two community police academies in 2014, familiarizing citizens with their police department and the role of law enforcement officers in today's modern society.
- Witnessed an increase in citizen satisfaction regarding safety. Citizen survey respondents reported a 12% increase, from 60% in 2013 to 72% in 2014, regarding their "perception of safety while walking alone in neighborhoods."

On behalf of the men and women of the Bellevue Police Department, we thank the Bellevue community for their trust and support. We value our close relationships with residents, elected officials, businesses, and other city departments as we continue to serve and protect the public.

A handwritten signature in black ink that reads "Stephen L. Mylett". The signature is written in a cursive, flowing style.

Chief Steve Mylett

# OFFICE OF THE CHIEF OF POLICE

## 2014 FINANCIAL SUMMARY

For the first time since 2008, the Bellevue Police Department exceeded its annual budget, albeit by only 0.8%. In 2014, the department spent \$38.6 million against an annual budget of \$38.3 million, with savings in personnel costs offset by a significant overage in overtime. The department showed great restraint in spending for supplies, equipment, and services, but not enough to overcome the overages in overtime (\$721K) and in jail costs (\$326K).

Being consistently shorthanded in Patrol, often having as many as ten vacant positions, became the primary driver for the excess in overtime, with the department expending \$1,816,000 in 2014 compared to \$1,660,000 in 2013. While this situation is well on the way to being rectified moving ahead to 2015, it is likely that 2015 will see a somewhat similar result until the new recruits are fully operational.

Not all was bad news, however. In addition to adhering to its budget for other discretionary items, the department also billed out a record \$154,000 in overtime costs to outside agencies for services such as flagging and crowd control, which helped to reduce overall personnel costs. Fixed costs, such as building charges, IT costs, and internal services were billed exactly as budgeted, as were NORCOM (dispatch

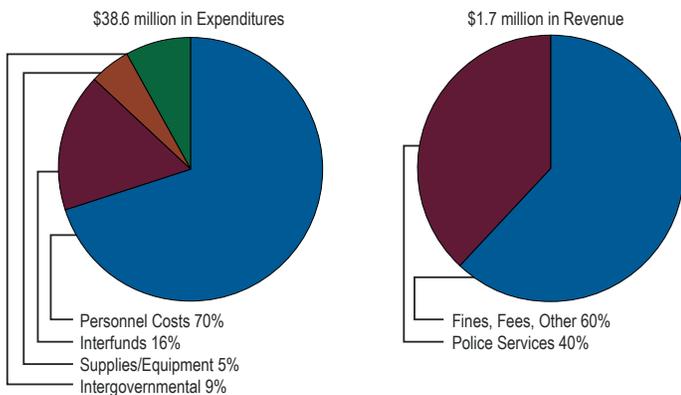
communications costs) charges. Absent the significant staffing vacancies the department experienced during all of 2014, the PD's overall budget performance was highly satisfactory.

The vast majority of police spending (70%) is driven by direct personnel costs (salary plus benefits), for a staff of 178 sworn officers and 42 professional support staff at year-end 2014.

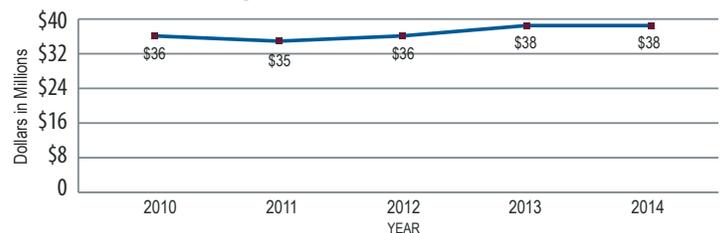
Grant revenue was down in 2014, with just over \$200,000 this year compared to \$431,000 in 2013. The primary beneficiaries were the Eastside Narcotics Task Force, CBRNE and Homeland Security training, Crime Analysis staffing, and traffic and school safety. In addition, the Bellevue Police Foundation, an independent 501(c)(3) charitable organization supporting the Police Department, contributed \$81,000 to the department, emphasizing specialized officer equipment, including personal radiation detectors for the Bomb Squad, digital cameras for crime scene investigation, surveillance cameras, and a new K-9, Ghost. The Foundation is now in its sixth full year of operation, and greatly enhances the Department's ability to keep Bellevue one of the safest cities in the state.

The Department also generated over \$1.7 million in revenue for the City in 2014, with income from traffic fines and reimbursements for police services the major contributors.

### Expenditures and Revenues



### Police Department Budget 2010-2014



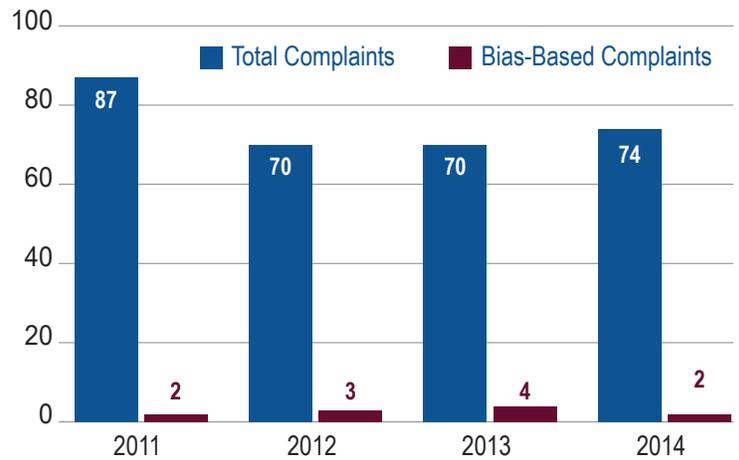
## OFFICE OF PROFESSIONAL STANDARDS



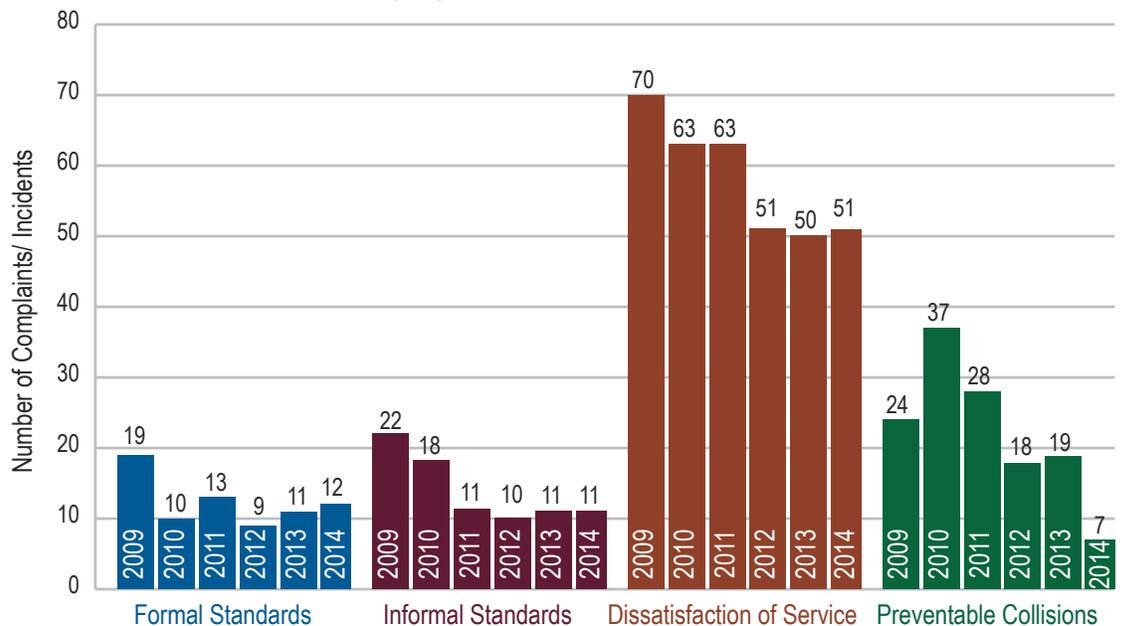
The Office of Professional Standards (OPS) has several areas of responsibilities, including Internal Affairs Investigations, Accreditation Management, Public Information and Policy Management. OPS reports directly to the Chief of Police and is staffed by a Captain, Lieutenant, and a Public Information Officer. The Department legal advisor works closely with OPS. OPS investigates internal and external complaints of alleged employee misconduct, violations of rules and regulations, and violations of law. The Police Department has attained the highest level of law enforcement accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA). Bellevue is a “Flagship” agency which represents an extraordinary example of excellence in public safety.

The Bellevue Police Department is committed to serving the community fairly and without bias. A total of 2 complaints were made in 2014 that involved an allegation of bias-based policing or racial profiling. The two bias-based policing complaints were investigated thoroughly, and both resulted in a finding of no policy violations.

### Bias-Based Policing Complaints



### Department Complaints by Type



**Formal Standards** investigations will be conducted for more serious allegations

**Informal Standards** investigations will be conducted for minor alleged violations. The maximum action for sustained findings is a written reprimand.

**Dissatisfaction with Service** investigations involve complaints received regarding the quality of service delivery. These complaints include concerns regarding customer service or the nature of department practices.

**Preventable Collisions** are accidents which reasonably could have been prevented.

The Public Information Officer (PIO) is a commissioned police officer rotated into the assignment every three to five years. The function of the PIO is to represent the Chief of Police and the Police Department to the community and media. The PIO coordinates timely responses to media inquiries, provides information about police incidents, and works closely with the Crime Prevention Detective in educating the public about safety and crime prevention issues. The PIO maintains the department's internet and

intranet pages, social media accounts, and various other information sources. The Police Department routinely works with local media and organizations such as Crime Stoppers of Puget Sound to assist us in identifying and locating wanted individuals and also to assist in recovering stolen property. Social media outlets such as Twitter and Facebook have allowed the department to provide real time information to residents and members of the media, reducing the time delay often associated with issuing a traditional news release.

### Connect with the Bellevue Police Department

[bellevuewa.gov/police.htm](http://bellevuewa.gov/police.htm)



[facebook.com/bvuepd](https://facebook.com/bvuepd)



[@bvuepd](https://twitter.com/bvuepd)



[flickr.com/bellevuewashington](https://flickr.com/bellevuewashington)



## COMMUNITY FEEDBACK

### Perceptions of Safety in Neighborhoods and Downtown

Keeping with the trend over the past several years, residents feel safe in downtown Bellevue during the day. More than four out of five (86%) Bellevue residents say they feel very safe walking alone in the downtown business area during the day.

Perceptions of safety in all areas have increased from 2013. It is noteworthy that perceptions of safety while walking alone in neighborhoods in general significantly increased with 72 percent reporting feeling very safe in 2014, up from 60 percent in 2013.

Wilburton and West Bellevue are rated as the safest neighborhoods in general. Wilburton is also the safest neighborhood after dark. The greatest differences in neighborhood safety in general and after dark are in Woodridge (average overall, low after dark) and Factoria/Eastgate (average overall, low after dark).

### Ratings of Neighborhood Safety by Neighborhood

	Neighborhood in General	Neighborhood After Dark
<i>Scale of 1 to 5, 1 being very unsafe, 5 being very safe</i>		
Wilburton	4.91	4.83
West Bellevue	4.91	4.29
Somerset	4.89	4.62
Cougar Mountain	4.80	4.49
Factoria/Eastgate	4.78	4.02
Woodridge	4.77	3.67
Downtown	4.69	4.45
Newport Hills	4.67	4.42
Northeast Bellevue	4.67	4.46
Sammamish/East Lake Hills	4.64	4.19
Crossroads	4.62	4.16
Bridle Trails/Bel-Red	4.61	4.27
Northwest Bellevue	4.56	4.17
West Lake Hills	4.45	3.82

### About Bellevue

Type of Government: City Council/City Manager  
Incorporated: 1953

### Population:

Bellevue: 134,400  
King County: 2.04 million  
Washington State: 7.06 million

### Area

Square Miles: 36.4  
Borders Lake Washington and Lake Sammamish  
Parks: 80 (2,690 acres)

### Perceptions of Safety in Neighborhoods and Downtown

		2011	2012	2013	2014
Walking alone in downtown business area during the day	% Very Safe	83%	84%	81%	86%
	% Safe	17%	16%	18%	14%
	% Unsafe	<1%	–	1%	1%
	Mean	4.83	4.84	4.80	4.84
Walking alone in neighborhood in general	% Very Safe	70%	71%	60%	72%
	% Safe	29%	28%	38%	27%
	% Unsafe	1%	1%	3%	2%
	Mean	4.69	4.68	4.54	4.69
Walking alone in downtown business area after dark	% Very Safe	45%	45%	40%	47%
	% Safe	47%	48%	54%	47%
	% Unsafe	8%	7%	6%	7%
	Mean	4.27	4.31	4.26	4.32
Walking alone in neighborhood after dark	% Very Safe	45%	47%	41%	48%
	% Safe	45%	43%	50%	41%
	% Unsafe	11%	10%	9%	11%
	Mean	4.21	4.26	4.20	4.24

*Perceptions of Safety in Neighborhoods and Downtown and Police Contact* taken from 2014 Bellevue Performance Measures Survey  
The City of Bellevue 2014 Performance Measures Survey Report is available at [http://www.bellevuewa.gov/citizen\\_outreach\\_performance.htm](http://www.bellevuewa.gov/citizen_outreach_performance.htm)

## POLICE CONTACT

Nearly one in four (24%) Bellevue residents had contact with the police in the past year—this is the same as in 2013.

Most contacts were to report a crime (24%); this compares to 30% in 2012 and 16% in 2013. The next most frequent contacts were to ask for information or advice (18%) and a traffic accident (17%). Only 3 percent of those with police

contact indicated that they were a victim of a crime.

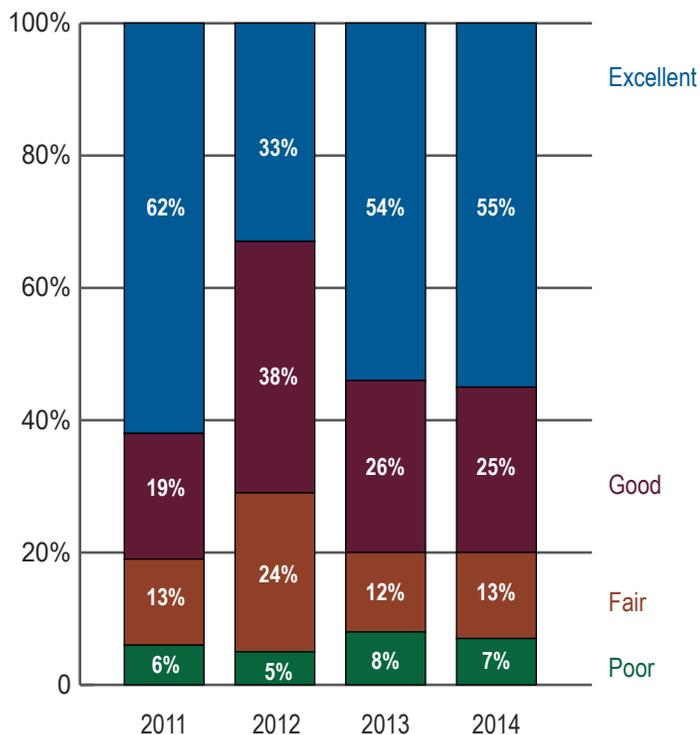
Eight out of ten (81%) residents who had contact with the police reported a positive experience—56 percent “excellent” and 25 percent “good.” This has remained similar to 2013.

Bellevue residents report that their primary source of information about the police is the internet (20%), followed by the Bellevue Reporter (19%) and word of mouth (17%).

### Satisfaction of Police Contact

Satisfaction Rating	Type of Contact	
	Report a Crime	Routine Traffic Stop
Excellent	49%	9%
Good	16%	37%
Fair	25%	25%
Poor	10%	29%

### Ratings of all Police Contact



# OPERATIONS

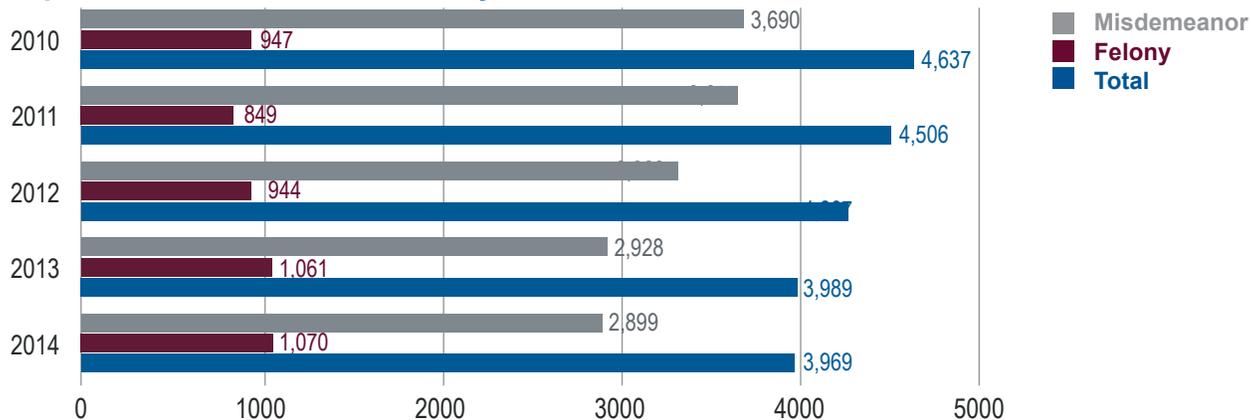
## PATROL

Patrol Operations, which includes the Traffic Unit, is the largest and most visible section in the Department. Other units within Patrol include the Special Enforcement Team (SET), the Downtown Unit, the Community Stations in Crossroads and Factoria, and the K-9 Unit. Specialty assignments in Patrol include Special Weapons and Tactics (SWAT), Bomb Squad, Hostage Negotiators, Crowd Control, Crime Scene Investigators (CSI), Field Training Officers (FTO), and Honor Guard. In 2014, due to an unusual amount of separations and retirements, staffing shortages created more challenges for Patrol and required a shifting of resources between specialty units. Despite this, Patrol made a number of high profile arrests. Overall, Patrol made 343 felony arrests, 1,400 misdemeanor arrests, and 590 warrant arrests, an increase from 2013. Some improvements in Patrol Operations include the selection by a committee of Patrol officers of two new vehicle models for patrol replacements, the Chevy Tahoe and Ford Utility vehicles; and the addition of an electronic display board within the briefing room that regularly provides

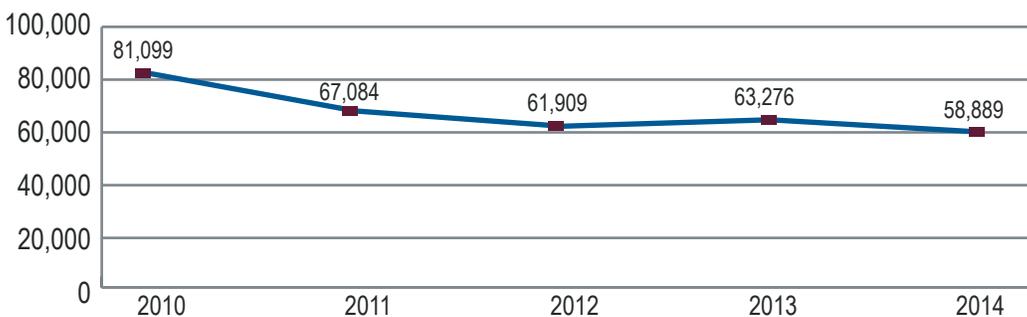
information on current events, process changes, officer recognition, officer safety issues, and reminders of the Patrol Mission (Crime/Traffic/Relationships).

The Bellevue Police Department continues to make online crime reporting available to Bellevue residents and businesses using a software program called CopLogic. 2014 was the first full year of using the system. CopLogic is a quick and easy way for individuals to report non-emergency crimes. Incidents can be reported at <http://www.bellevuewa.gov/crime-reporting.htm>. Residents can report the following types of incidents online: harassing phone calls, theft of goods or services under \$1500, hit and run accidents, motor vehicle prowls, lost property, littering, and malicious mischief (vandalism). There must be no known suspects and the crime must have occurred within the city limits (not on a state highway). Online reporting also allows residents to report drug tips, abandoned vehicles, traffic complaints, and general crime tips. In 2014, an average of 87 crime reports and tips were submitted online each month.

## Department-wide Arrest Cases by Year



## Calls for Service



## SPECIAL DETAILS

**The Downtown Squad** performs patrol services and proactive problem solving in the Downtown area day and night. Two officers work during the day, responding to calls for service and initiating special projects to address chronic issues such as organized retail theft and drug use and sales in the downtown core. The nighttime officers also deal with organized retail theft, and on weekends they deal with a variety of nightlife related issues, working to enhance public safety so that residents and visitors can feel safe to work, live and play in downtown Bellevue. The Downtown Squad has been successful at addressing these issues in part by involving our partners within the community, including the Washington State Liquor Control Board officers, the Downtown Residents Association, property owners, local private security, and liquor service establishment representatives. Trust between Downtown officers and the community that we serve is vital to our success, and we work daily to strengthen those relationships.

**Community Police Stations** are located in Factoria and Crossroads, and there is also an officer assigned at the Police Department in Bellevue City Hall. The community stations are full service facilities, and are open to the public throughout the week during regular business hours. The stations are staffed by a full time uniformed officer and civilian volunteers. The dedicated citizen volunteers work tirelessly to make sure that the stations are open every day and that the Department is represented at community events such as Halloween and National Night Out Against Crime. Station officers devote time to problem-oriented and community-oriented policing. They also focus on proactive law enforcement, providing safety-related community presentations, and facilitate community meetings. In 2014 Officer Hanaumi, the Crossroads Community Station Officer, assisted a family of five with moving from the winter shelter for women and children in our city into a place of their own with the assistance of a local non-profit. The apartment that they moved into was empty aside from a refrigerator. Due to the incredible generosity and team work of Officer Hanaumi and his colleagues in our department, along with his friends in the Brazilian jiu-jitsu community, neighbors, Hope Link, Jubilee

Reach, Catholic Community Services, and the office manager at Bennett Elementary, the family got to spend their first holiday in Washington in a fully furnished apartment with a refrigerator and freezer full of food.



*In 2014, Officer Hanaumi coordinated with the Salvation Army and scheduled officers from the Bellevue Police Department to serve meals once a month at the organization's Bellevue location.*

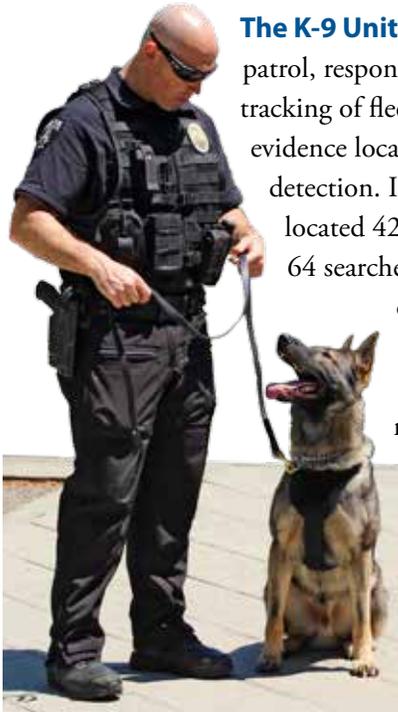
Community Station Officers and the Downtown Unit work closely with neighborhood groups and the business community to develop lasting and effective partnerships to help keep Bellevue a safe place to live and work but to also serve the community members who need the most help. Some of the special events hosted by the station officers include the Child Safety Fair at Factoria Mall, National Night Out Against Crime at Crossroads Mall, Law Enforcement Officer Memorial Day, and Prescription Drug Take Back Day.

**The Community Police Academy** is a twelve week instructional program designed to acquaint Bellevue residents and those who work in Bellevue with how their Police Department operates and with the nature of the policing challenges the department faces. In 2014, The Downtown Squad and Community Police Stations Unit hosted two sessions of the Community Police Academy. The purpose of the Community Academy is to develop positive relations between the Police Department and the community at large by introducing officers to the citizens in a positive environment and giving the citizens a glimpse of the job that their Bellevue Police Officers perform every day.

**The Special Enforcement Team (SET)** addresses specific types of repeat crimes with an innovative, proactive approach. The team targets prolific, active criminals in an effort to lower the overall rate of reported crime. The team conducts plainclothes surveillance of targeted areas and surveillance of known active criminals and then coordinates with the King County Prosecutor's Office to ensure that arrested suspects remain in custody. Additionally, SET works frequently with the investigative units of other agencies to help address multijurisdictional offenders.

In 2014, SET was assigned to the Personnel Services Unit for six months in an effort to boost the hiring of qualified police recruits. SET helped hire multiple new officers that are currently receiving training at the Academy.

Although SET focused on hiring qualified recruits for six months, the team was still able to arrest 35 suspects for over 75 felony crimes. These crimes were mostly related to burglary, car prowling, drug offenses, and auto theft. They assisted multiple other police agencies with major criminal investigations to include large-scale narcotics operations, prolific bank robbers, and a murder investigation.



*Officer Lange with his K-9 partner, Ghost.*

**The K-9 Unit** is responsible for visible patrol, response to all in-progress calls, tracking of fleeing suspects, searches, evidence location, and illicit drug detection. In 2014, the K-9 unit located 42 suspects, conducted 64 searches, 60 tracks for suspects or evidence, located 14 evidence items, and assisted in the seizure of \$33,211 in narcotics-related currency. A new K-9 Team was trained in the Spring of 2014, completing over 500 hours of training prior to certifying and accrediting, and K-9 Jack was retired after 7 years

of service. The unit consists of a Lieutenant, three K-9 Officers who are specially trained and certified dog handlers, and three highly-trained and certified dogs. All three Bellevue Police K-9 dogs that are currently working were purchased with funds provided by the Bellevue Police Foundation.

**Field Training Officers (FTOs)** are a dedicated group of officers responsible for the training of all new Bellevue Police Officers. There are 12 officers trained as FTOs. These FTOs have all completed the 40-hour FTO Academy. New student officers follow a 15 week long high-intensity training program with an FTO acting as a mentor and trainer. Ten student officers completed the field training process during 2014. Student officers critique their FTOs at the end of their training, and the professionalism of the FTOs was a common theme in these critiques.

**The Bomb Squad** consists of a commander and five certified bomb technicians. The squad is a regional team that covers Bellevue and the greater east side of King County. In 2014, the Bomb Squad responded to 12 suspicious package calls; 10 security details, including coordinating with the U.S. Secret Service on the Vice President's visit; and 7 disposal operations of hazardous materials. In addition, 4 presentations were made to schools, National Night Out Against Crime, and at public events. The Bomb Squad also participated in several special events including Stand With Those Who Serve, National Night Out Against Crime, and Make-a-Wish events. One bomb technician completed a 40 hour re-certification training at the FBI Hazardous Devices School at Redstone Arsenal in Huntsville, Alabama. Another technician attended a 40 hour Commander's course taught by the Federal Bureau of Alcohol, Tobacco, Firearms, and Explosives. Bomb Team members also trained with the BPD SWAT Team in explosive breaching techniques. Additionally, all Bomb Squad members train two days per month and receive other specialized training classes to maintain their skills, proficiency, and knowledge of current trends in regards to explosive threats. The Bomb Squad provides assistance to SWAT personnel to resolve tactical situations, both in Bellevue and with our partner agencies.



*Crowd control team members at a protest in downtown Bellevue.*

**The Crowd Control Unit (CCU)** consists of one commander, three lieutenants, and 30 officers. CCU officers receive specialized training on controlling large groups of people. The Crowd Control Unit works closely with the officers from Redmond, Mercer Island, Clyde Hill, Medina and Valley Civil Disturbance Units. In 2014, the unit attended an annual joint training, which was held in Yakima. The CCU was utilized for various events and protests, including major protests at the Port of Seattle, in the City of Seattle and in Bellevue, where mass arrests were made.

In Seattle, the team assisted Seattle Police with crowd control duties during the May Day protest and the Seahawks Super Bowl parade where more than 700 officers from multiple agencies were deployed to manage the crowd of more than 500,000 fans attending the event. Planning and logistics among multiple agencies are a vital part of ensuring these events are concluded successfully.

**The Honor Guard Unit** consists of ten commissioned members. These officers receive specialized training, dress uniforms, and serve as representatives of the Police Department for funerals, ceremonies, and other events. In 2014, the BPD Honor Guard participated locally in a number of City of Bellevue ceremonies, regional officer funerals, and other significant events. They also deployed out of state for law enforcement funerals in California and New York.

**Crime Scene Investigators (CSIs)** are patrol officers who assist in evidence processing at crime scenes. Investigators are trained in crime scene processing and evidence collection. Proper technique with preservation of the crime scene and the evidence is vital to the investigation and potential prosecution. In addition to their daily evidence collection work, during 2014 the CSIs assisted detectives on two homicide cases and several assault cases. CSI officers also assisted patrol officers on many cases involving special evidence processing requirements. Thanks to a grant from the Bellevue Police Foundation, we were able to purchase two digital cameras to use for advanced evidence photography needs.

### **The Special Weapons and Tactics (SWAT) Team**

completed 15 operations in 2014. These included high risk search warrants for Investigations, the Special Enforcement Team, and the Eastside Narcotics Task Force. SWAT also provided cover for undercover narcotics investigations, and dignitary protection for the Vice President of the United States and other VIPs. To maintain their high level of proficiency, each SWAT officer participated in over 270 hours of specialized tactical training this year. Sniper personnel and explosive breaching experts participated in several hours of additional specialized training. Through a special federal grant, the Bellevue SWAT Team was able to acquire equipment to outfit each officer with night vision capabilities. This equipment is critical when doing night time operations and search efforts. Bellevue SWAT also provided static displays for several regional events, including National Night Out Against Crime, the Bellevue Police Foundation Breakfast, Families of Law Enforcement Day, Make-a-Wish Foundation events, as well as several other smaller events and celebrations.

**The Hostage Negotiations Team (HNT)** is comprised of eight specially trained negotiators who work in concert with the Special Weapons and Tactics (SWAT) Team to peacefully resolve crisis events such as barricaded suspects, suicidal persons, and hostage situations. The partnership between HNT and SWAT is vital, as the Police Department must anticipate all potential outcomes for events that involve people who are likely facing an unprecedented crisis event in their life. The goals of the HNT are to provide exceptional service to the community and to work diligently with our law enforcement and community partners to ensure they are prepared for the next unpredictable event.

The events that HNT responded to this year were primarily related to domestic violence calls and suicidal subjects. One armed suicidal subject who was alone in his downtown apartment was convinced to surrender by an HNT member who negotiated via FaceTime. Cellular technology and social media are drastically influencing the way that negotiators approach and resolve these types of events. Also this year HNT

members were called upon to negotiate with armed and dangerous domestic



*SWAT officers conducting a training exercise.*

violence suspects who refused to exit their home after their victims had fled the home and called police. Fortunately, all of these missions led to peaceful conclusions. It is the job of the negotiator to throw people in crisis a verbal lifeline in the hope that they will reach out for the offered help. In each of these events, SWAT officers were on-scene in support of the negotiators.

HNT pursues the vision of being a regional leader in negotiating and training, and this year Bellevue HNT hosted the Western States Hostage Negotiator Conference. This endeavor took a year of planning and coordination. In the end, approximately 200 police and corrections negotiators from the western United States and Canada attended the conference. Speakers included Sergeant Kevin Briggs of the California Highway Patrol, who negotiated hundreds of people from the rail of the Golden Gate Bridge, Professor Andy Young, a psychologist who is a member of the Lubbock, Texas Police HNT, and FBI Special Agent Vincent Dalfonzo, who debriefed a 2013 multi-day hostage negotiation and rescue. The conference was a success and exemplified Bellevue HNT's commitment to training and innovation.

**Defensive Tactics (DT) and Use of Force** - The safety of our officers and the public are among the highest priorities integrated into the Personnel Services Unit's mission. 2014 achievements included deployment of our annual intensive Force Scenario Training (FST). This type of training, also known as reality-based training, utilizes realistic scenarios and situations involving role players dressed in Impact Resistant Suits to simulate what officers might face in a real life event on the street.

These dynamic simulated encounters involve various levels of subject resistance and aggression designed to elicit a variety of force responses from officers operating on their own or as part of a team. The specific focus for these sessions is to exercise and enhance the officer's abilities to effectively transition to higher or lower levels of force once the initial response has occurred. It is always important that officers be able to escalate and de-escalate as appropriate based on their recognition of the subject's behavior and threat level. When the threat increases, the officer should be able to correctly interpret that and smoothly move to higher force option or response. Just as important is the officer's ability to adjust their response to something lower when the threat lessens or is no longer present. This type of training has been proven to significantly reduce the occurrences of excessive force.

The Force Scenario Training was delivered to over 150 sworn staff members during 15 different sessions and used a variety of simulated weapons (Simunitions Firearms, Inert Pepper Spray, Training Batons, and Training TASERS) along with weaponless control and defensive tactics. In addition to this training, bi-monthly integrated force training was conducted throughout the year, with each officer receiving approximately 16 hours of hands-on practical training in the use of control and defensive tactics as well as less lethal weapons (TASER, pepper spray and lateral vascular neck restraint).

In 2014 officers and detectives also completed two separate comprehensive firearm qualifications.

**Average Priority One Response Times**  
(Priority One calls are life threatening emergencies)



**Emergency Vehicle Operator Course (EVOC)** The Department's Emergency Vehicle Operations instructors are a group of ten officers who have received specialized training from the Washington State Patrol on the safe and effective operation of police vehicles. The EVOC team welcomed three additional instructors in 2014. The team conducted summer in-service training at the Arlington Airport. EVOC training was provided to all officers in the Patrol and Traffic divisions. In analyzing data from officer involved collisions from the previous 12 months, an increase in accidents occurring in intersections was found. We addressed this by integrating a simulated intersection into the EVOC course, training officers in the proper way to clear an intersection during an emergency response.

## TRAFFIC

The Bellevue Police Department Traffic Unit is made up of Accident Investigators, Motorcycle Officers, and a Parking Enforcement Officer. The AI officers are primary for all accident investigations in the City of Bellevue, including the most serious collisions. They took 60% of the 1776 collisions in the City which combined with Motors is 73% of all collisions are investigated by the Traffic Unit. The AI officers conduct the follow-up on Hit and Run cases that have suspect information as well as assisting detectives with outdoor crime scene diagraming.

The general mission is to reduce vehicular accidents and injuries and to facilitate the safe and expeditious flow of vehicular and pedestrian traffic by encouraging the public's voluntary compliance with traffic regulations. This is accomplished through a combination of education, engineering, and enforcement. The Traffic Unit also contains a group of volunteers that handle fire zone and handicapped parking enforcement.

In 2014 the Motorcycle Officers handled 13% of the collision reports, or 202 of the 1,475 reports taken during the year. Motorcycle Officers wrote 13,027 citations in 2014, or 84 percent of the 15,398 citations written by Bellevue officers during the year. The department also reviewed 13,163 photo enforcement citations. Officers in the traffic unit reviewed 100% of photo enforcement infractions, with Motorcycle Officers reviewing 99% of those. The Motorcycle Officers handled several hundred Traffic Service Requests. In addition to traffic enforcement, Motorcycle Officers located numerous lost children and elderly adults and handled numerous school field days, school assemblies and parades, as the primary officers who did community activities for the department. They also handled traffic control duties for numerous competitive runs and fairs, including Snowflake Lane. And last but not least, they assisted the Patrol Division in apprehending numerous criminal suspects.

In 2014, the Traffic Unit continued its partnership with the Washington Traffic Safety Commission (WTSC) and participated in several regional-grant funded emphasis patrols.

### 2014 Traffic Enforcement

Traffic Service Requests	507
General Parking Infractions	815
Disabled Parking Infractions	400

### Traffic Statistics

	2009	2010	2011	2012	2013	2014
Traffic Accidents	1,669	1,671	1,541	1,704	1,779	1,766
Vehicular Assaults	0	2	2	3	4	4
Traffic Fatalities	1	1	2	2	1	4



These included Target Zero (a statewide initiative to reduce fatalities from traffic accidents to zero by the year 2030), seat belt, speeding, cell phone/texting, and DUI-focused patrols. The WTSC reimbursed the Department \$22,000 in overtime expenses to conduct these targeted patrols. This helped lead our department to over 172 DUI arrests in 2014. The unit also investigated 13 serious traffic collisions including 4 fatality investigations.

The Department's Police Support Officer (PSO) handled 400 traffic service requests and parking complaints, resulting in the issuance of 600+ parking citations and numerous warnings. The PSO also assisted with traffic control at several major incidents, as well as with transporting and processing arrestees during DUI emphases. Our Traffic PSO is assisted by 7 volunteer disabled parking enforcement officers. These citizens have received specialized training in disabled parking

enforcement, and in 2014 donated over 1000 hours of service issuing 425 disabled parking citations and over 500 warnings.

The City of Bellevue continues to rely on photo enforcement cameras to supplement our enforcement efforts in two school zones and also at two intersections. Photo enforcement cameras resulted in 12,156 infractions being issued in 2014, which is a slight increase over 2013, but a 48% reduction in infractions from the first full year of the program in 2010. The goal of Photo Enforcement is to change the behavior of drivers and reduce accidents caused by red light violations and potential injuries caused by drivers speeding in school zones. In 2015, the City will be adding 2 additional red light intersections and one school zone speed camera.

# SUPPORT SERVICES

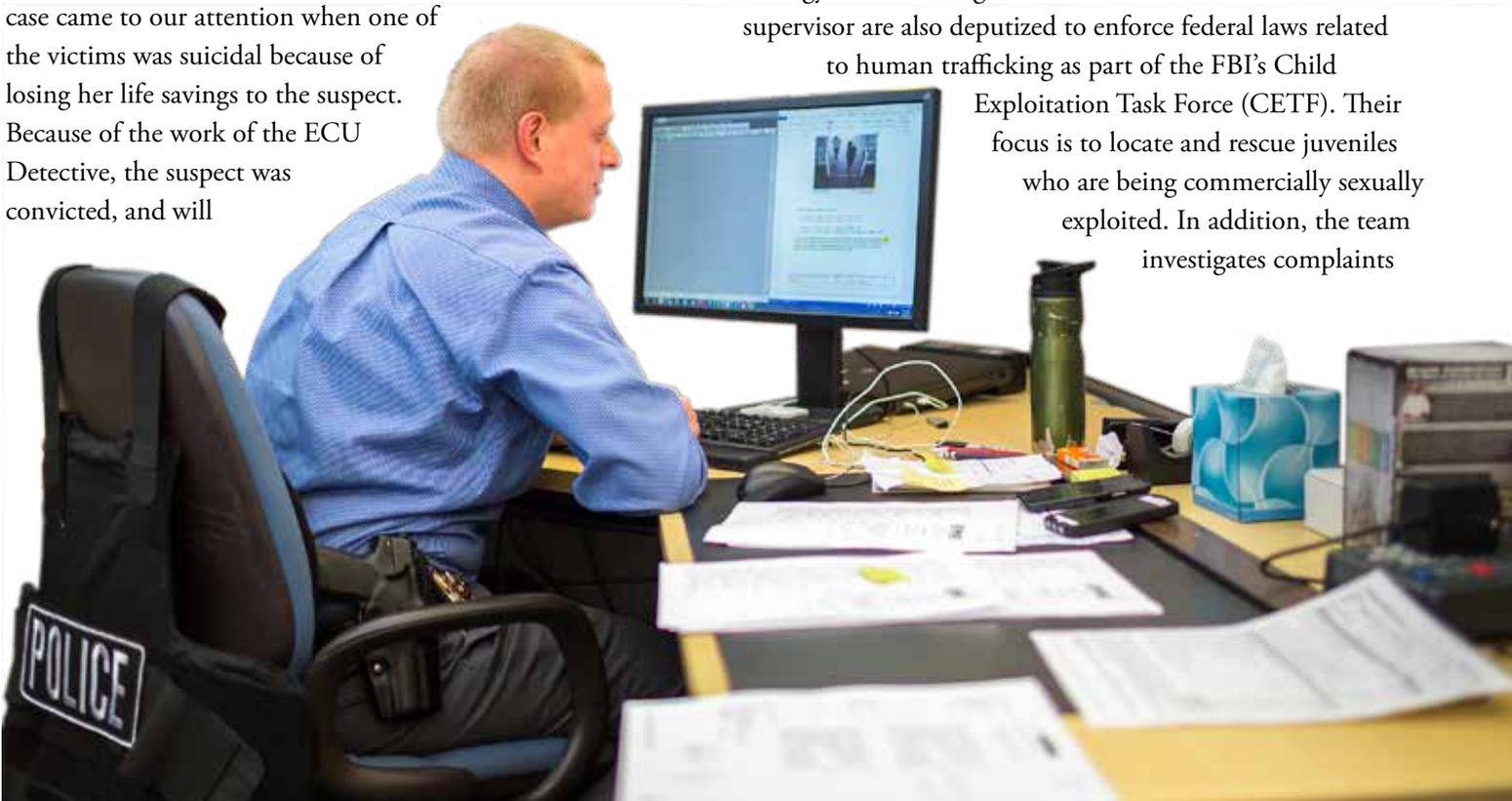
## INVESTIGATIONS

The Investigations Section is a specialized multi-disciplinary group of investigators that are assigned to the following units: Violent Crimes, Special Assault, Property Crimes, Economic Crimes, Vice, Crime Prevention, Forensic Services, Digital/Computer Forensics, Crime Analysis, and School Resource Officers.

**The Economic Crimes Unit (ECU)** investigates financial crimes involving fraud, scams, identity theft, money laundering, and embezzlements including financial exploitation of vulnerable adults. Investigating financial crimes has become complicated and time consuming due to international participants, complex computer transactions and the digital age itself. The monetary losses to persons and businesses are staggering. One ECU Detective participates in the United States Secret Service Electronic Crimes Task Force. In 2014, a detective arrested the suspect who was using the guise of a landscaper to exploit three elderly females over a four year period with their cumulative loss of \$400,000. The case came to our attention when one of the victims was suicidal because of losing her life savings to the suspect. Because of the work of the ECU Detective, the suspect was convicted, and will

spend between three and five years in prison. Another notable case involved a suspect attempting to purchase a home with false identification. A total of three individuals were arrested, one being the ringleader of the operation who was already incarcerated and working the scheme from jail. Felony charges of organized crime, theft, and identity theft were filed. In another case, a prolific identity thief pled guilty to 13 counts of identity theft with aggravating circumstances. The suspect was responsible for numerous identity thefts with 16 victims from King, Snohomish, Pierce and Kitsap counties, and a total loss to those victims of over \$200,000. The suspect received a 100 month prison sentence as a result of the investigation by ECU detectives.

**The VICE Unit**, a part of the ECU, investigates complaints of human trafficking and prostitution. In 2014 we added a second detective to the unit. In partnership with the King County Prosecutor's Office and using a federally-funded demand abolition grant, the team focuses on the "demand" side of sex trafficking, which is proven to be a more effective strategy than arresting the victims. Both detectives and a supervisor are also deputized to enforce federal laws related to human trafficking as part of the FBI's Child Exploitation Task Force (CETF). Their focus is to locate and rescue juveniles who are being commercially sexually exploited. In addition, the team investigates complaints



*Investigations - Fraud Detective James Brack*

regarding unlicensed massage businesses, sex trafficking in hotels and apartments, and labor trafficking in our City. In 2014, one investigation led to the arrest of a very dangerous and violent male pimp who was federally indicted on sex trafficking through force, fraud, and coercion of two female victims. He will spend up to 15 years in prison. The case was initiated after a victim came forward and asked for assistance from our team. Also, during a two-day “John Sting,” several males were arrested for promoting prostitution, one of which was a prolific identity thief and was to appear on the television show “Washington’s Most Wanted” the following night, and another who intended to commit a robbery of the undercover officer and later admitted to 16 armed robberies of female escorts throughout King County. That suspect pled guilty to multiple charges and will remain in prison for up to five years.

**The Crime Prevention Detective** is solely responsible for crime prevention-related activities and education throughout the City. This detective partners with neighborhoods to assist in organizing block watches in addition to organizing and facilitating community meetings and annual events such as our department’s motorcycle photo booth at the Arts & Crafts Fair, and National Night Out Against Crime. The detective also works closely with the City’s Public Information Officer, Neighborhood Outreach, Emergency Preparedness, Zoning, and Code Compliance and serves as BPD’s SWAT-Neighborhood Liaison. The detective also works with the Washington State Liquor Control Board to ensure compliance related to the City’s retail marijuana dispensaries. The detective was instrumental in organizing meetings with BPD and the Bellevue School District administrators to present information to parents, students, staff and community members on active shooter preparedness, and has also worked closely with City Council in updating our existing ordinance related to false alarms in preparation for a new alarm registration ordinance. The ordinance is anticipated to reduce the Police Department’s response to false alarms by nearly 50% in the first year.

**The Violent Crimes Unit (VCU)** investigates serious felony crimes including homicides, robberies, rapes, and felony assaults. In 2014, some of the cases VCU was involved with included two homicides, with the subsequent investigations resulting in the suspects being identified and arrested. The first occurred at an Overlake area restaurant. The second was

a domestic violence-related homicide. VCU detectives are also members of the King County Investigative Response Team (KCIRT) which is responsible for responding to and investigating officer involved shootings within King County. In 2014, KCIRT members responded to an officer involved shooting that took place in Duvall, Washington. One of our VCU Detectives was assigned as the Lead Investigator for this incident. VCU members also were pivotal in the successful guilty plea and sentencing of a suspect in a 2013 homicide that occurred in downtown Bellevue.



**The Special Assault Unit (SAU)** includes a team of four detectives and one domestic violence advocate. These detectives require a high level of specialized training and expertise due to the sensitive nature of their work. SAU detectives investigate a variety of cases including child sexual assault, abuse, neglect, domestic violence, and elder abuse cases. A total of 201 cases were assigned in 2014, 146 cases were investigated and closed.

**The Property Crimes Unit** investigates burglaries and theft-related crimes. The unit collaborates with other regional partners and the King County Prosecuting Attorney’s Office to target career criminals that operate in this area. Two detectives are trained as arson investigators and one is assigned to the FBI Safe Streets Task Force. Residential burglary cases continue to be a primary focus of this unit.

**The School Resource Officers Unit** includes six School Resource Officers (SROs); one assigned to each of the four high schools and two assigned to the four middle schools. The Police Department recognizes that schools are much more than simply places where kids go to learn. They are de facto community centers, where needs and resources come together. The officers’ presence at the schools helps to create a safe learning environment for students and educators. The SROs also work with families and other community resources to intervene against at-risk or criminal behavior among youth.

In 2014, the SROs handled 3,600 school-related incidents. These include calls for service that Patrol officers would otherwise have to handle, in addition to assisting fellow officers and detectives with juvenile investigations, and crimes involving gangs, drugs, weapons and threats of violence. In addition to these types of criminal investigations, the SROs' work also involves crime prevention and community outreach activities such as classroom presentations, welfare checks for truant students, and dispute mediations. Now in its eighteenth year, the School Services Unit is proud of their long standing commitment to the community by building trust through service.

**The Forensic Lab** is staffed by a manager and a technician. The lab provides forensic identification services including latent fingerprint development and identification, trace evidence location and preservation, and other related forensic analyses and examinations. To this end the lab is housed in a first class modern facility, equipped with an extensive array of cutting-edge technology. On a case-by-case basis, service is provided to outside law enforcement agencies. In addition to local jurisdictions, requests for assistance have come from as far away as Wisconsin. In 2014, 2,772 pieces of evidence

were analyzed or processed by staff, highlighting the importance evidence plays in the resolution of criminal offending. This evidence was directly responsible for the identification of scores of unknown offenders across a myriad of offense types to include robbery, assault, residential and commercial burglary, motor vehicle theft and prowls, mail and other thefts and drug offenses, among others. A team effort, the primary responsibility for evidence collection in the field falls to patrol officers who perform outstandingly in this regard.

**The Digital Forensics Lab** is responsible for recovering and examining data from computers and other electronic storage devices in order to use the data as evidence in criminal prosecutions. Digital Forensic Examiners use forensic tools and investigative methods to find specific electronic data, including internet history, word processing documents, images, and other files. They use their technical skills to search for files and information that have been hidden, deleted, or lost. They help other detectives analyze data and evaluate its relevance to the case under investigation. Following data retrieval, the examiner writes technical reports detailing how the computer evidence was discovered and all of the steps taken during the retrieval process. The Examiner also gives testimony in court regarding the evidence collected and keeps current on new methodologies and forensic technology. Examiners also train other detectives and officers on proper procedure with regard to digital evidence.

The Bellevue Police Department's Digital Forensics Lab contains some of the most modern and up-to-date equipment used today for the purposes of digital forensics. Two servers within the lab are linked to four separate forensic computer systems. All evidence hard drives and media such as flash drives and memory cards are imaged using these computers and then specialized forensic software is used to locate and document any files of evidentiary value.



*Forensic Technician Brian Orr working in the forensics lab*

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The lab also employs tools for the extraction of digital information from mobile devices such as cellular phones and tablet PCs. It maintains other specialized software used for the acquisition of memory from computer systems; software for locating and documenting internet history, social networks and chat logs; and software used to image and wipe digital data.

**The Crime Analysis Unit (CAU)** consists of a Crime Analysis / Registered Sex Offender Detective, a Crime Analyst, a Data Analyst, and an analyst from the Washington State Fusion Center. The Crime Analysis Unit collects, analyzes, develops, and disseminates information and data related to crimes occurring in Bellevue. On a strategic level, CAU can evaluate significant crime trends affecting our community over the long-term. On a tactical level, CAU seeks to identify more short-term, specific crime patterns that emerge and, when possible, to link those patterns to known offender information. CAU also provides in-depth investigative support on individual high-profile cases or crime series, such as homicides or bank robberies. CAU also works very closely with Crime Prevention to provide statistical, historical information about crime patterns in particular neighborhoods. CAU is able to provide data driven administrative analysis; for example, comparing where and when most crimes are occurring against how Police resources are deployed. In addition to analyzing crimes occurring in the City, the Bellevue Police CAU also maintains a regional focus, working closely with CAU assets from neighboring local, state, and federal law enforcement assets. These include the assignment of a Bellevue Police Detective to the Seattle FBI Office's Joint-Terrorism Task Force and hosting an on-site analyst from the Washington State Fusion Center under the Urban Area Security Initiative of the Department of Homeland Security.

**The Eastside Narcotics Task Force (ENTF)** is a multi-jurisdictional drug task force consisting of one commander, two supervisors, a full time King County Deputy Prosecuting Attorney, a legal secretary, a financial investigator, and several narcotics detectives from Bellevue, Kirkland, Mercer Island, and Redmond Police Departments and the Washington State Patrol, as well as a United States Postal Inspector. The ENTF's mission is to investigate middle and upper-level drug

trafficking organizations, which often involves working with the U.S. Drug Enforcement Agency (DEA); U.S. Immigration and Customs Enforcement (ICE); Department of Homeland Security (DHS); and other state, local, and federal agencies. The ENTF concentrates on major narcotic cases that impact our communities. One notable case this year involved over four months of investigation by detectives culminating in search warrants being served at residences in Seattle and Mountlake Terrace, resulting in the seizure of over 5 pounds of heroin, 24 firearms, and 3 vehicles.

**Personnel Services Unit (PSU)** At the start of 2014, the PSU staff was comprised of one captain, a hiring coordinator detective, one 18-month rotational background investigator, one part time civilian background investigator, two training officers, one quartermaster, and an administrative assistant. The challenge to fill a record number of vacancies realized throughout the year required an innovative response. PSU's hiring effort in 2014 was supported by a temporary reassignment of 4 members of the Special Enforcement Team (SET) as background investigators in the spring and summer months. The Temporary Background Investigator position was permanently assigned to the unit in October. In 2014, the Police Department hired a record number of employees: 24 police officers and 3 professional staff. This hiring accomplishment surpassed the 20 officers previously predicted in 2013. The PSU hiring team fully anticipates that this pace of hiring will not end anytime soon. We plan to hire 17 to 20 police officers annually for the next three to five years. Anticipated retirements of our current sworn staff, combined with the competitive hiring nature of the law enforcement community supports this prediction. Our emphasis in 2015 will continue to focus on quality recruitment, mentoring, and retention.

The primary mission of PSU falls into three areas: training, equipment, and hiring. The full scope of the Police Department's training plan covers all mandated training, technical support, career path assistance, and a wide array of hosted training by vendors and consultants from the outside. The PSU monitors performance measures in several areas. Three key areas are: training events processed, the overall total of training hours, and the average hours of training per

sworn position. While the PSU successfully completed all mandated training requirements for the year, to include spring and fall in-service, overall training hours were down from the previous year. PSU processed 430 training requests in 2014 which was down from the 490 in 2013. This downward trend could be attributed to the critical staff shortage in 2014. Typically, downward trends in training hours stem from a period of economic decline and resulting budget shortfalls. While 2014 did not realize a drastic economic descent, the legacy of previous lean periods most likely contributed to a training slump again due to the staffing shortage. Put simply, because of the hiring slowdown in previous years there were fewer officers to train, and those working were doing just that: working, not training.

Recruitment efforts were revamped in 2014. In March, 19 members of the newly reformed BPD Recruitment Team participated in a training for what was to be an unprecedented recruiting drive. Team members were made up of a diverse cross-section of the Bellevue Police Department. Recruiters volunteered to work on several new recruitment fronts such as: Traditional Advertising, Social Media, Branding, Applicant Liaisons, and Field Recruitment. BPD recruiters contacted more than 5000 perspective applicants who attended over 10 career fairs and events. Armed with a new recruiter display booth, department swag, and current department informational brochures, the 2014 BPD Recruitment Drive was initiated. It would not have been possible to attract and hire so many qualified applicants had it not been for the commendable efforts of the recruiting team.



*The Department's 2014 recruiting campaign included print ads and bumper stickers on patrol cars.*

## ADMINISTRATIVE SERVICES



*Records specialist Suzanne Johnson*

**The Records Unit** provides the public with non-emergency services. Walk-in services include local clearance letters, concealed pistol license (CPL) applications, and firearm dealer license applications. Records personnel fingerprint applicants for CPLs and firearm dealer licenses and police contract services.

The Records Unit provides support services to Operations and Investigations; processes civil and criminal protection court orders; enters records into the Washington State and National Crime Information Computer, conducts criminal background checks; processes public disclosure requests; processes citizen on-line reports; and maintains the records management system, field reports, case reports, collision reports and case files.

**The Courts and Custody Unit (CCU)** is assigned to the Department's Administrative Services Major and is responsible for managing our Department's holding facility, prisoners, and all paperwork associated with the District, Juvenile and Superior Courts. In 2014, the unit achieved significant financial savings in jail costs to the City and 100% accuracy in prisoner tracking for the Department.

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The Courts and Custody Lieutenant is responsible for supervising the unit's employees and operations. The CCU Lieutenant manages and monitors prisoners who are being transported to court appearances, serving jail sentences, assigned to electronic home detention, or on work release. The CCU Lieutenant also analyzes the daily jail population and the location of currently detained inmates to ensure the Department is utilizing the most cost effective incarceration options, and reviews booking paperwork to insure the entire unit meets CALEA standards and completes CALEA proofs showing standards are being met. The CCU Lieutenant is the primary liaison between our contract jails and the District Court.

The Court Liaison Officer (CLO) tracks all cases referred for filing and organizes follow-up work as needed, acts as a focal information source for Department personnel who request case or court information, and delivers completed cases for officers and investigators to District, Juvenile and Superior Courts. The CLO is also responsible for entering and delivering all subpoenas delivered to the Police Department. When court is cancelled or officers are needed in court without subpoena notification, the CLO makes every effort to assist the prosecutors in locating and getting the officer(s) to court in a timely manner.

Police Support Officers (PSOs) are responsible for keeping our holding facility fully stocked and in working order under the direction and supervision of the CCU Lieutenant. Our facility is a six (6) hour holding facility located in the lower level of Bellevue City Hall. Prisoners are processed at this location and then either released or transported to one of our contract jails within six hours. PSOs are also responsible for prisoner processing and transports to and from our court and the three contract jails. They assist police officers by picking up and transporting prisoners from the field and providing booking assistance to help get our police officers back in the field as soon as possible. Our contract jails include King County, the City of Issaquah and South Correctional Entity (SCORE).

## **The Property and Evidence Unit**

In 2014 the Property and Evidence unit participated in the search for a digital evidence management system. During this effort, it became apparent that for any new digital system to be effective we would need to look for a system that offered an integral physical evidence management component. After considering 4 proposals and one site visit, a new Property and Digital Evidence Management System was selected. Initial installation of the new system began in early April of 2015, with the anticipated go-live date for the system set in September.

The new digital evidence system will allow for all digital media evidence to be booked directly onto our server. Established access protocols for users will allow for digital viewing and copying of media for evidentiary purposes. Long-range plans include being able to provide digital photos and montages for use in the field for identification purposes.

The booking of physical evidence will also be streamlined, with the majority of the information contained on a newly sized and formatted label for placing on the evidence package.

The big push to fill vacant patrol positions generated a large number of new hires. And, while the different groups of recruits were waiting to start the basic academy, a total of thirteen of them assisted in the Property and Evidence Unit. Not only did the recruits provide added staff hours to accomplish many projects, their assignments also gave them some working knowledge of property processes and how they related to other police responsibilities.

In 2014, the Property and Evidence Unit took in 11,148 items, disposed of 3,559 items, and released to an owner 776 items. The total inventory of property in Property and Evidence is now 61,096 items.



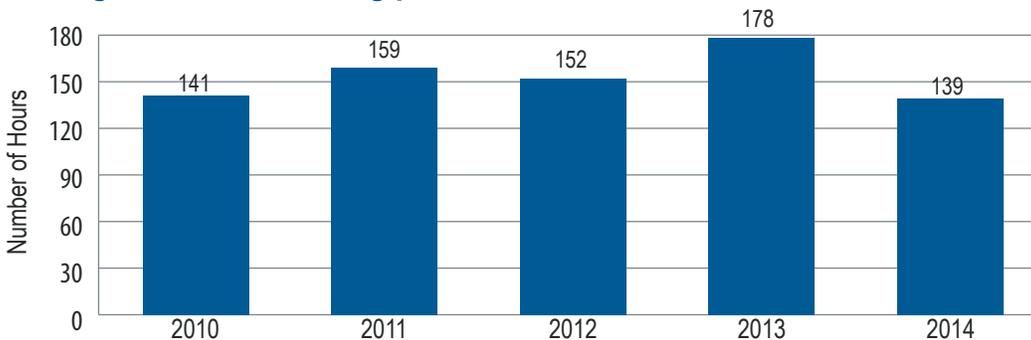
**The Bellevue Police Foundation** was established in 2007 by business and civic leaders as an independent, non-profit organization dedicated to augmenting the resources of the Bellevue Police Department and improving public safety in the City of Bellevue. It supports Police Department initiatives and programs that the City cannot readily fund, and helps it keep pace with rapidly evolving technology, training techniques and strategies, and community outreach. Less than 5% of the Police Department’s annual General Fund budget is earmarked for these law enforcement requirements, and the Bellevue Police Foundation greatly supplements these efforts when the City cannot do so. Over 92% of every dollar donated to the Foundation directly supports the Bellevue Police Department. The Foundation is the only organization authorized to raise funds for Bellevue Police Department.

Since its launch in 2009, the Foundation has raised over \$463,000 in support of the Bellevue Police Department. Here are some highlights:

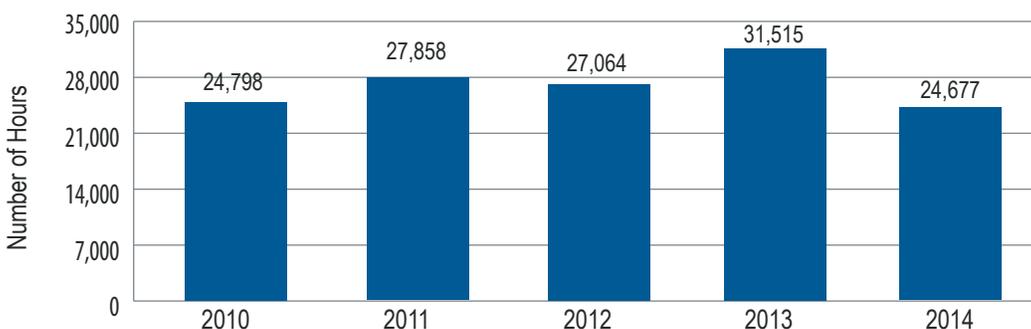
- Police Evidence Management System (\$40,000)
- Digital Forensics Server (\$35,000)
- Smartphones to all First Responders (\$34,641)
- Three Police K-9s and three K-9 Ballistic Vests (\$33,578)
- Crime Analysis Software (\$23,390)
- Thermal Fingerprint Developer (\$20,651)
- Five Personal Radiation Detectors for the Bomb Squad (\$14,645)
- Quad Cam Video Surveillance Camera System (\$12,040)

In 2014 the Bellevue Police Foundation contributed \$81,000 to the Police Department, emphasizing specialized officer equipment, including personal radiation detectors for the Bomb Squad, digital cameras for crime scene investigation, surveillance cameras, and a new K-9, Ghost. The Foundation is now in its sixth full year of operation, and greatly enhances the Department’s ability to keep Bellevue one of the safest cities in the state.

### Average Hours of Training per Officer



### All Commissioned Officers Hours of Training



# EMPLOYEE RECOGNITION

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## **Staff Support Employee of the Year**

Lynn Boerner



## **Officer of the Year**

Officer Ryan Parrott

## **Years of Service Awards**

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### **25 Years**

Lieutenant Randy Hall  
Crime Analyst Lynn Zirkle  
Officer David Ethridge  
Detective Jennifer Robertson  
Lead Support Specialist Elizabeth Hlavacka  
Officer Bryce Corey  
Detective Steven Hoover

### **20 Years**

Lieutenant David Deffenbaugh  
Lieutenant David Sellers  
Detective Robert Dentz  
Lieutenant Debbie Ingram  
Program Administrator Marjorie Trachtman  
Officer Michael Fry  
Lieutenant John Manning  
Lieutenant Michael Shovlin

### **15 Years**

Lieutenant Colin Sullivan  
Detective Andrew Norton

### **10 Years**

Officer Mark Halsted  
Officer Amir Mousavi  
Administrative Assistant Susan Seibert  
Fiscal Manager Carl Krikorian  
Detective Tor Kraft  
Officer Rachel Neff  
Detective Greg Oliden  
Data Specialist Shann O'Rourke  
Corporal Jake Childers  
Corporal Casey Hiam

### **5 Years**

Forensic Technician Brian Orr  
Officer Larry Perriera

## **2014 Promotions**

Corporal Robert Spingler to Patrol Lieutenant  
Officer Casey Hiam to Patrol Corporal  
Officer Jacob Childers to Patrol Corporal  
Corporal Andrew Popochock to Patrol Lieutenant  
Officer Landon Barnwell to Patrol Corporal  
Officer John Nourse to Patrol Corporal  
Lieutenant Dan Mathieu to Patrol Captain  
Corporal Jason McElyea to Patrol Lieutenant

## **Police Life Saving Award**

Andrew Popochock  
Shannon Leahy  
Rafael Park  
Bill McGuigan

## **Commanders Award**

John Nourse  
Chis Nygren  
Alex Slusser  
Jerry Johnson  
Dave Sanabria

## **Civilian Law Enforcement Merit Award**

Patrick Hill  
Bruce Oberg  
Marianna Lalayev





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